Defense Acquisition Workforce Key Information

Program Management

As of FY15Q2 (31 March 2015)

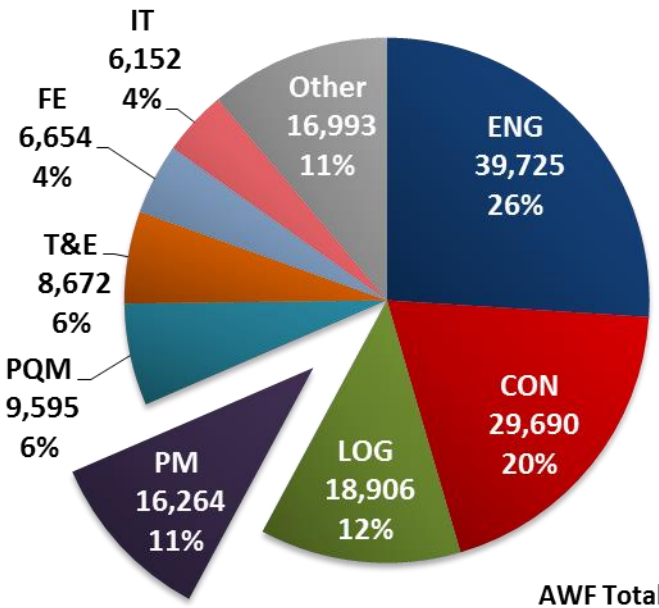
Fact Sheet

Human Capital Fact Sheet (FY 2014)								
Defense Acquisition Workforce Program Management	FY 2008				FY 2014			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,070	4,711	12,781	125,879	11,389	4,614	16,003	151,355
Change in size from 2008	-	-	-	-	41%	-2%	25%	20%
Civilian/Military Composition	63%	37%	-	88% / 12%	71%	29%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	75%	92%	82%	77%	83%	96%	86%	83%
Graduate Degree	37%	62%	46%	29%	48%	74%	55%	36%
Certification								
Level I or Higher Achieved	71%	76%	73%	72%	90%	84%	88%	86%
Level II or Higher Achieved	62%	61%	61%	61%	81%	67%	77%	74%
Level III Achieved	46%	31%	40%	36%	52%	39%	48%	43%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	78%	67%	75%	75%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	15%	29%	19%	19%
Does Not Meet Certification Requirement	19%	8%	15%	14%	6%	4%	6%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	24%	61%	62%	56%	5%	42%	45%
Average Age	49.8	39.0	45.8	45.7	49.2	38.4	46.1	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	13/26/61(%)	-	-	26/23/51(%)
Average Years of Service	19.0	15.5	17.7	17.3	15.6	15.8	15.7	15.2
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	1,889(17%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,614(23%)	-	-	26,858(18%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	1,340/1,302	-	-	9,961/10,917

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2014 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2014 DMDC data.

AWF by Component and Career Field



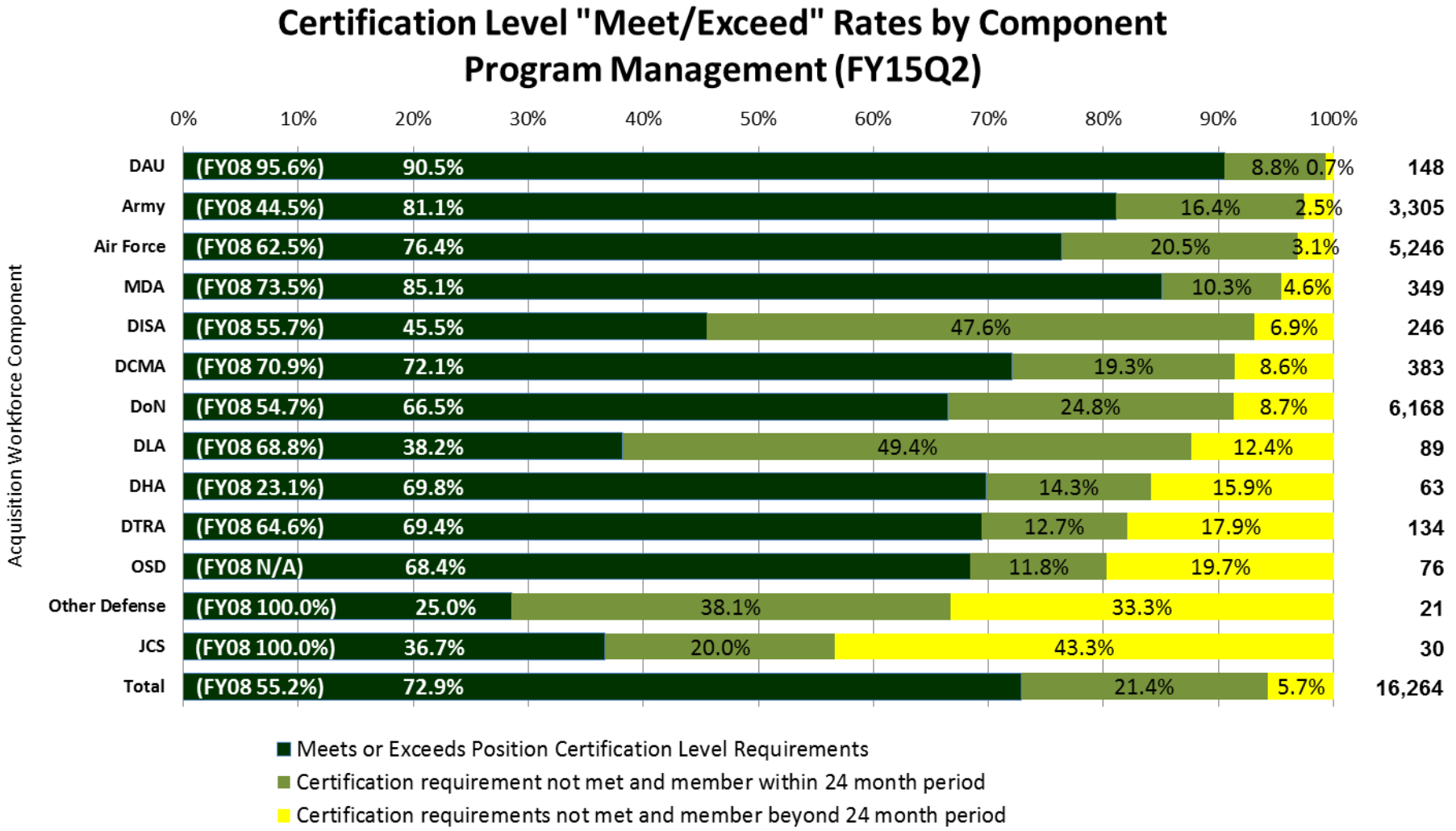
AWF Total 152,651

AWF Count by Career Category FY15Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,399	4,399	2.9%
Business - CE	245	559	445	75	1,324	0.9%
Business - FM	1,659	1,938	1,879	620	6,096	4.0%
Contracting	8,093	5,732	8,419	7,446	29,690	19.4%
Engineering	8,899	20,172	8,675	1,979	39,725	26.0%
Facilities Engineering	1,559	5,014	19	62	6,654	4.4%
Information Technology	1,703	2,568	1,094	787	6,152	4.0%
Life Cycle Logistics	7,361	5,883	2,945	2,717	18,906	12.4%
Production, Quality and Man	1,404	2,655	327	5,209	9,595	6.3%
Program Management	3,305	6,168	5,246	1,545	16,264	10.7%
Property	48	59	19	258	384	0.3%
Purchasing	235	465	79	389	1,168	0.8%
S&T Manager	369	456	2,608	127	3,560	2.3%
Test and Evaluation	2,014	3,193	3,074	391	8,672	5.7%
Unknown/Other	11	3	28	20	62	*0.04%*
FY15Q2 Totals (*as of 03-31-2015*)	36,905	54,865	34,857	26,024	152,651	
Component %	24.2%	35.9%	22.8%	17.0%		

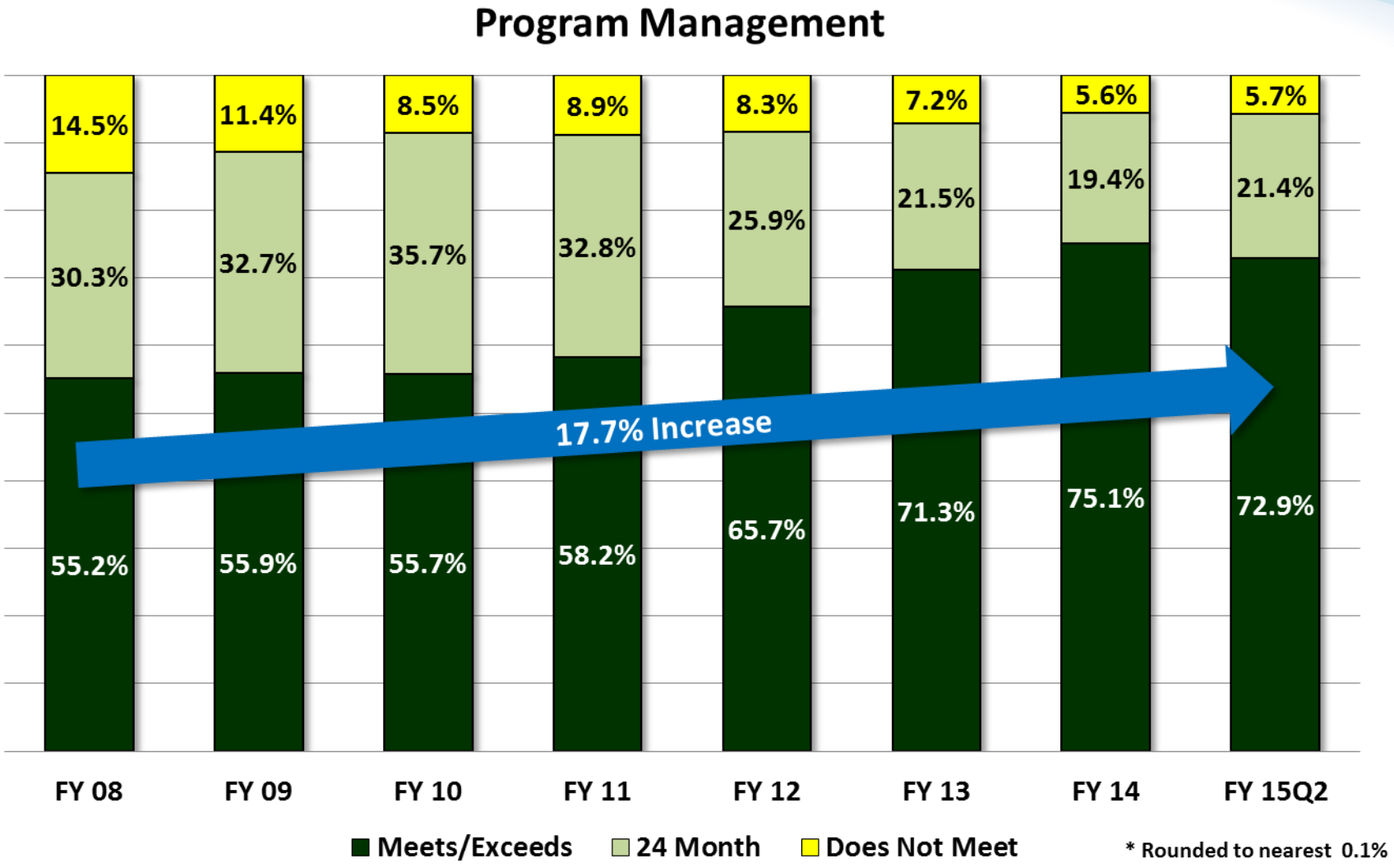
Program Management Workforce Historical Size by Agency FY05 – FY15Q2

Program Management Defense Acq Workforce	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
ARMY	3,783	4,473	4,117	3,690	3,452	3,438	3,491	3,336	3,378	3,263	3,305	-13%	-10%
DoN	3,550	3,627	3,699	4,085	4,598	5,258	5,601	5,793	5,939	5,949	6,168	74%	51%
AIR FORCE	4,439	3,958	3,936	4,105	4,461	5,026	5,361	5,357	5,438	5,242	5,246	18%	28%
DCMA	254	267	293	309	334	342	337	341	386	388	383	51%	24%
DLA	15	6	76	16	7	10	10	40	55	88	89	493%	456%
DCAA	-	-	-	-	1	1	1	1	1	-	-		
MDA	85	98	103	136	150	253	287	304	341	339	349	311%	157%
DISA	26	70	96	122	81	134	151	146	154	242	246	846%	102%
DHA	2	11	3	26	31	78	119	93	90	91	63	3050%	142%
DTRA	10	77	67	79	75	89	108	131	132	133	134	1240%	70%
DAU	75	92	-	91	125	148	149	168	138	139	148	97%	63%
OSD & Staff	31	28	16	42	30	42	53	68	66	70	76	145%	81%
JCS	-	1	-	1	1	-	1	36	38	32	30		2900%
DeCA	1	1	1	1	1	1	1	1	2	5	4	300%	300%
WHS	7	6	2	5	1	1	1	1	-	-	-	-100%	-100%
DFAS	2	59	-	1	-	-	-	-	-	1	1	-50%	0%
DoDEA	-	-	1	-	-	-	-	-	-	-	1		
DMEA	-	-	-	-	1	1	-	-	-	-	-		
DoD HRA	-	-	4	10	-	-	1	1	1	1	1		-90%
DoD TRMC	-	-	-	-	-	-	-	-	-	1	1		
DSCA	-	-	5	5	1	2	1	-	2	3	3		-40%
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-		-100%
DTIC	-	-	-	-	-	-	-	3	7	12	12		
DARPA	-	-	2	-	-	-	-	-	-	-	-		
NDU	-	-	-	6	-	2	4	4	3	4	4		-33%
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	5	4	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	*2*	*1*	*6*	*50*	*69*	*84*	*2*	-	-	-	-	*-100%*	*-100%*
TOTAL	12,282	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,003	16,264	32.4%	27.3%

Program Management DAWIA Certification by Component



Program Management Historical DAWIA Certification FY08 – FY15Q2



Program Management DAWIA Certification Matrix + Bench Strength

Program Management	Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY15Q2 TOTAL	% Meets Certification Requirement
Level I	443	452	245	61	1,201	*63.1%*
Level II	1,056	919	3,455	1,130	6,560	*69.9%*
Level III	697	500	782	6,504	8,483	*76.7%*
Unspecified	5	2	9	4	*20*	
FY15Q2 TOTAL	2,201	1,873	4,491	7,699	16,264	*72.9%*
	13.5%	*11.5%*	*27.6%*	*47.3%*		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,482	*12.8%*	
Army	5,029	*13.6%*	
DoN	6,528	*11.9%*	
Air Force	6,313	*18.1%*	
4th Estate	1,612	*6.2%*	
Program M	1,436	*8.8%*	*9 of 13*

***** Based on population total without unspecified positions***

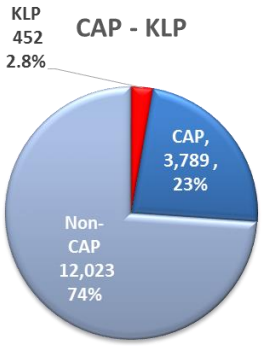
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	758	420	23	1,201	*7.4%*
Level II	4,585	1,673	302	6,560	*40.3%*
Level III	6,504	1,372	607	8,483	*52.2%*
Unspecified	4	16	-	20	*0.1%*
Program Management TOTAL	11,851	3,481	932	16,264	
	72.9%	*21.4%*	*5.7%*		

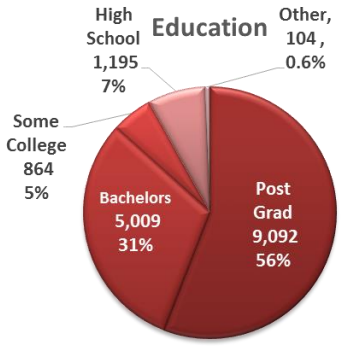
= Compliance

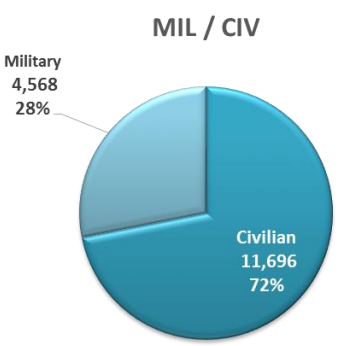
= Exceeds Requirements

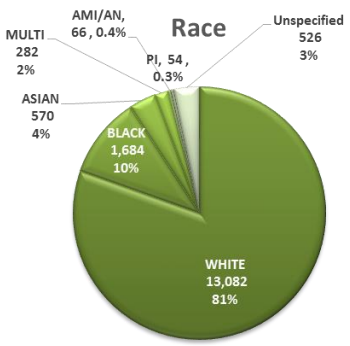
**** NOTE: Rounded to nearest 0.1%***

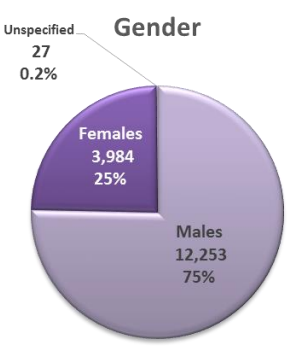
Program Management Demographics











Occupied Position Type	PM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	452	2.8%	1,120	0.7%
Critical Acquisition Positions (CAPs) *	3,789	23.3%	15,535	10.2%
Non-CAP Positions	12,023	73.9%	135,996	89.1%
TOTAL	**16,264**		152,651	

** = Number of CAPs, excluding KLPs (no double counts)*

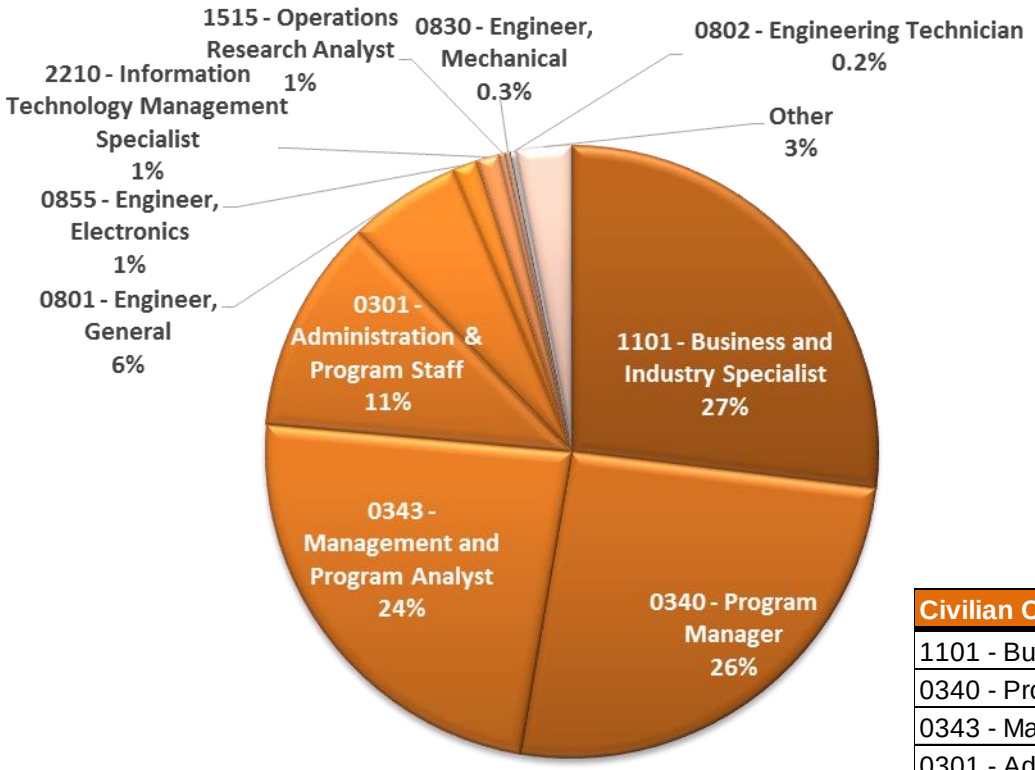
Highest Level of Education	PM TOTAL		Entire DAW	
Post Grad	9,092	55.9%	58,772	38.5%
Bachelors	5,009	30.8%	68,493	44.9%
Some College	864	5.3%	11,914	7.8%
High School	1,195	7.3%	12,862	8.4%
Other	104	0.6%	610	0.4%
TOTAL	**16,264**		152,651	

Military / Civilian	PM TOTAL		Entire DAW	
Civilian	11,696	71.9%	136,977	89.7%
Military	4,568	28.1%	15,674	10.3%
TOTAL	**16,264**		152,651	

Race	PM TOTAL		Entire DAW	
WHITE	13,082	80.4%	114,642	75.1%
BLACK	1,684	10.4%	18,203	11.9%
ASIAN	570	3.5%	9,854	6.5%
MULTI	282	1.7%	3,061	2.0%
AMI/AN	66	0.4%	824	0.5%
PI	54	0.3%	677	0.4%
Unspecified	526	3.2%	5,390	3.5%
TOTAL	**16,264**		152,651	

Gender	PM TOTAL		Entire DAW	
Males	12,253	75.3%	107,973	70.7%
Females	3,984	24.5%	44,517	29.2%
Unspecified	27	0.2%	161	0.1%
TOTAL	**16,264**		152,651	

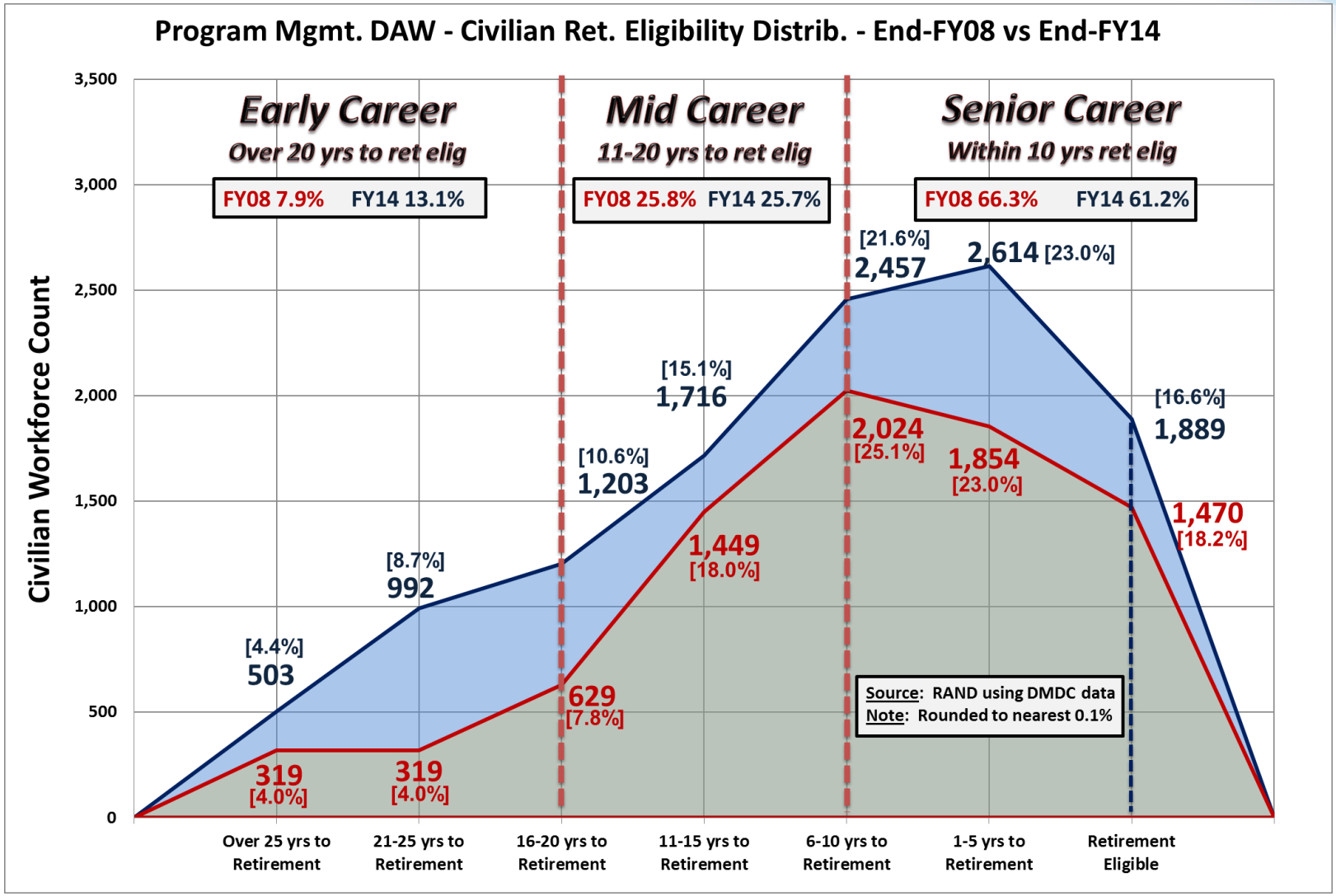
Program Management Size by Occupational Series



Civilian Occupational Series	PM TOTAL	
1101 - Business and Industry Specialist	3,148	*26.9%*
0340 - Program Manager	3,016	*25.8%*
0343 - Management and Program Analyst	2,775	*23.7%*
0301 - Administration & Program Staff	1,323	*11.31%*
0801 - Engineer, General	696	*5.95%*
0855 - Engineer, Electronics	155	*1.33%*
2210 - Information Technology Management Specialist	140	*1.20%*
1515 - Operations Research Analyst	41	*0.35%*
0830 - Engineer, Mechanical	33	*0.28%*
0802 - Engineering Technician	26	*0.22%*
Other	*343*	*2.93%*
TOTAL CIVILIAN	**11,696**	***Civilians***

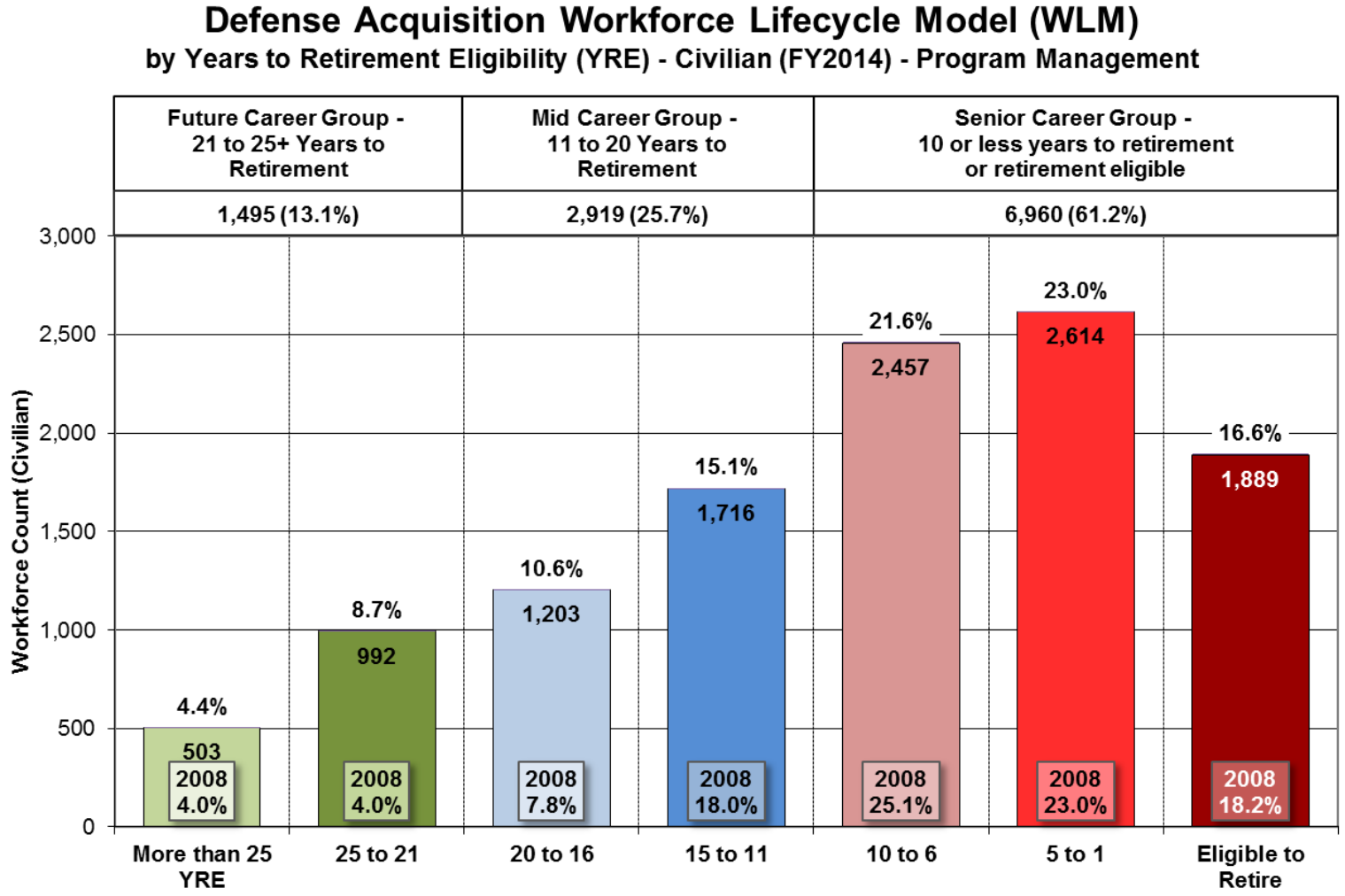
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides

Program Management Civilian Retirement Eligibility Distribution – FY08 / FY14



As of the end of FY14 (30 September 2014)

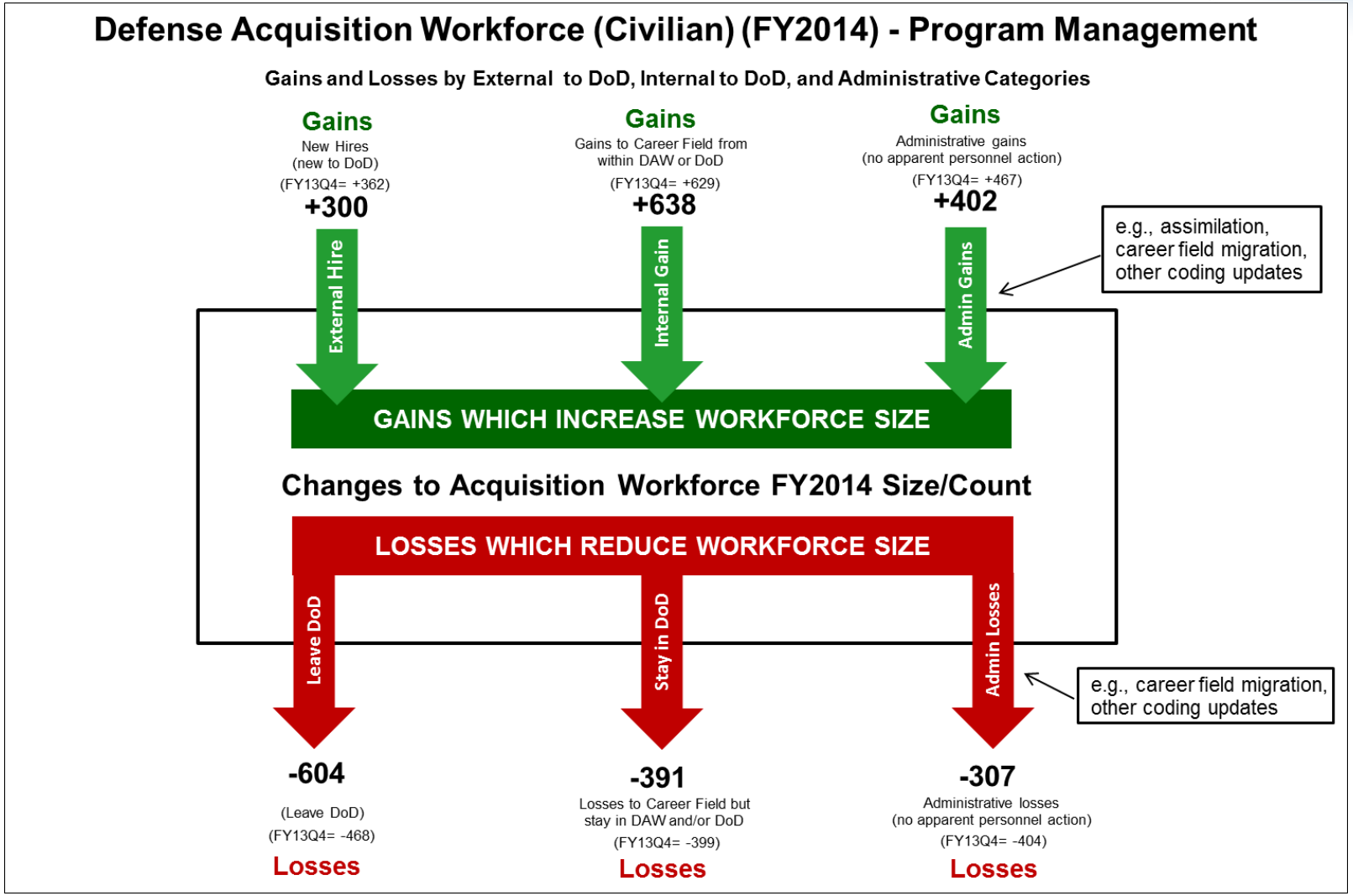
Program Management Workforce Lifecycle Model by YRE



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2014 DMDC data provided by RAND.

As of the end of FY14 (30 September 2014)

Program Management Gains/Losses – New Hires Internal/External, Administrative

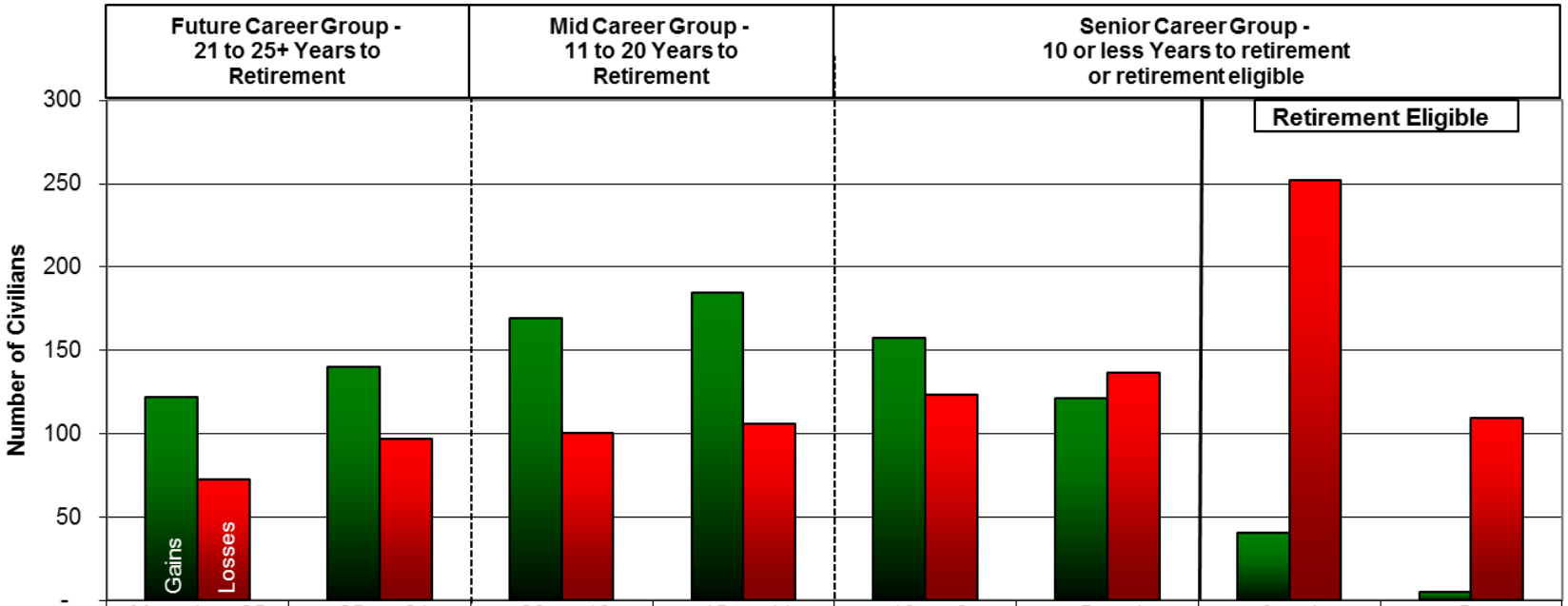


As of the end of FY14 (30 September 2014)

Program Management Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Program Management

Workforce Lifecycle FY2014 Gains & Losses*



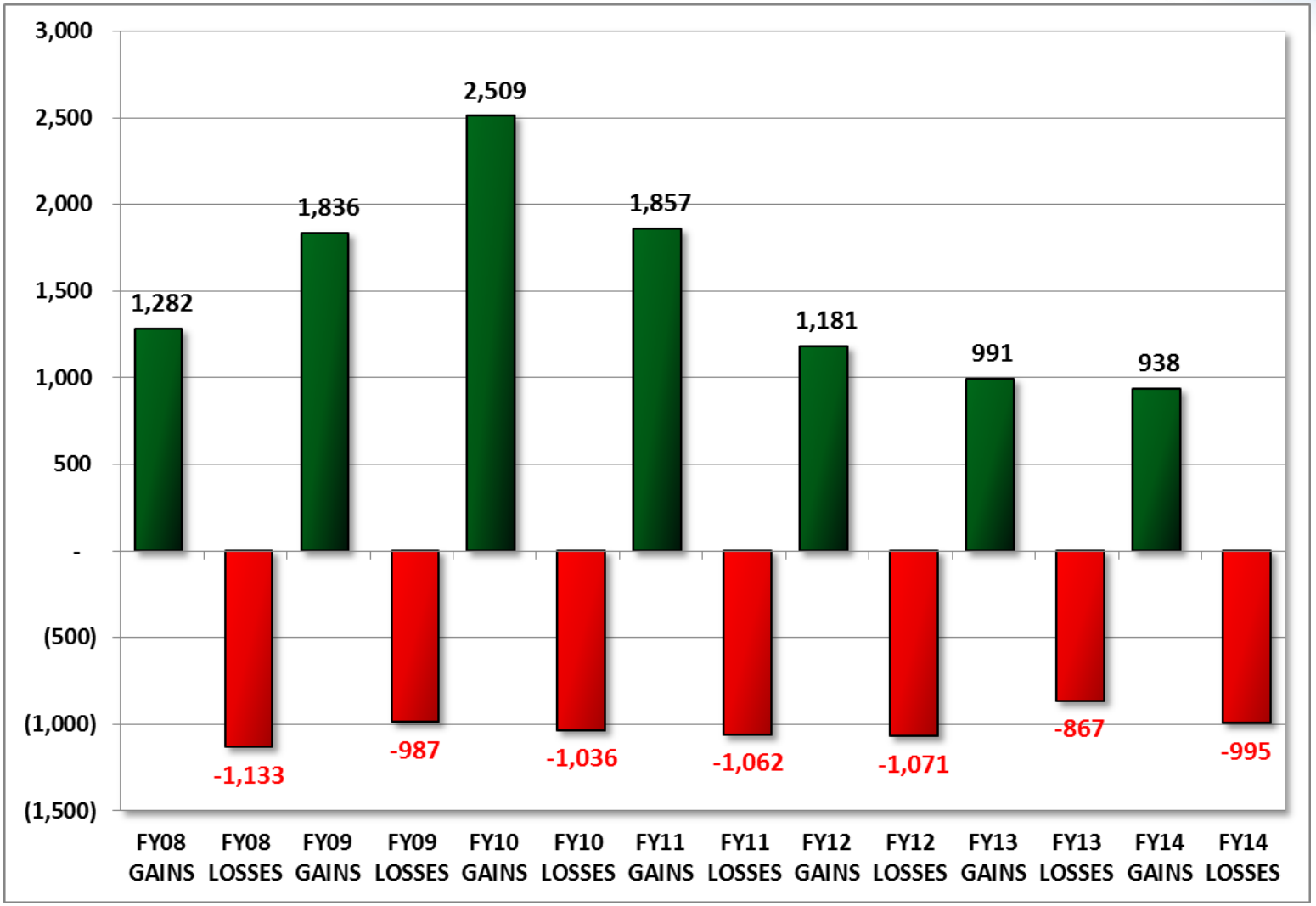
	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	122	140	169	184	157	121	40	5
Losses	72	97	100	106	123	136	252	109

Career Lifecyle by Years to Retirement Eligibilty

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)
*Does not include administrative gains and losses

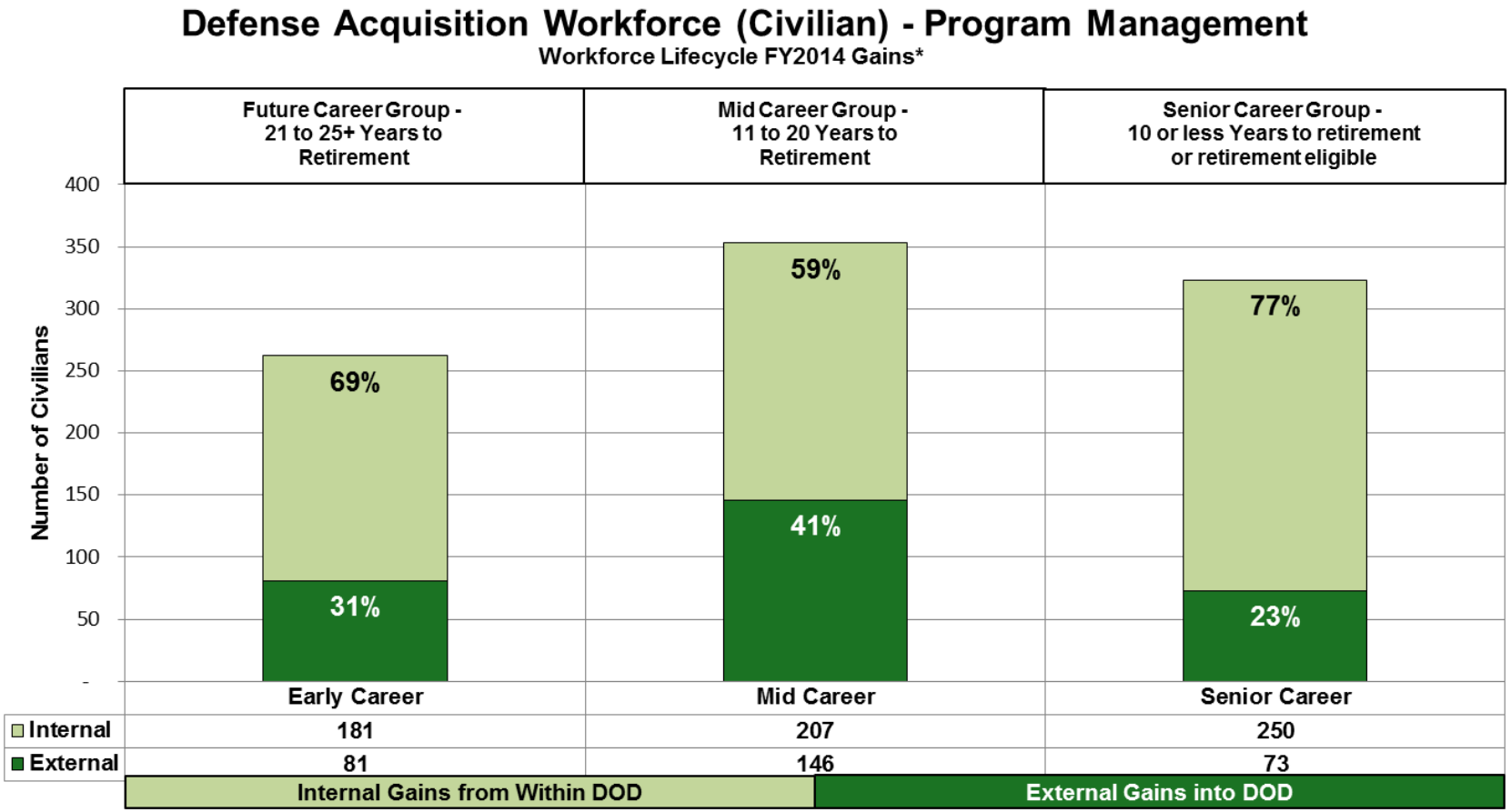
As of the end of FY14 (30 September 2014)

Program Management
Historical Gains and Losses FY08 – FY14



As of the end of FY14 (30 September 2014)

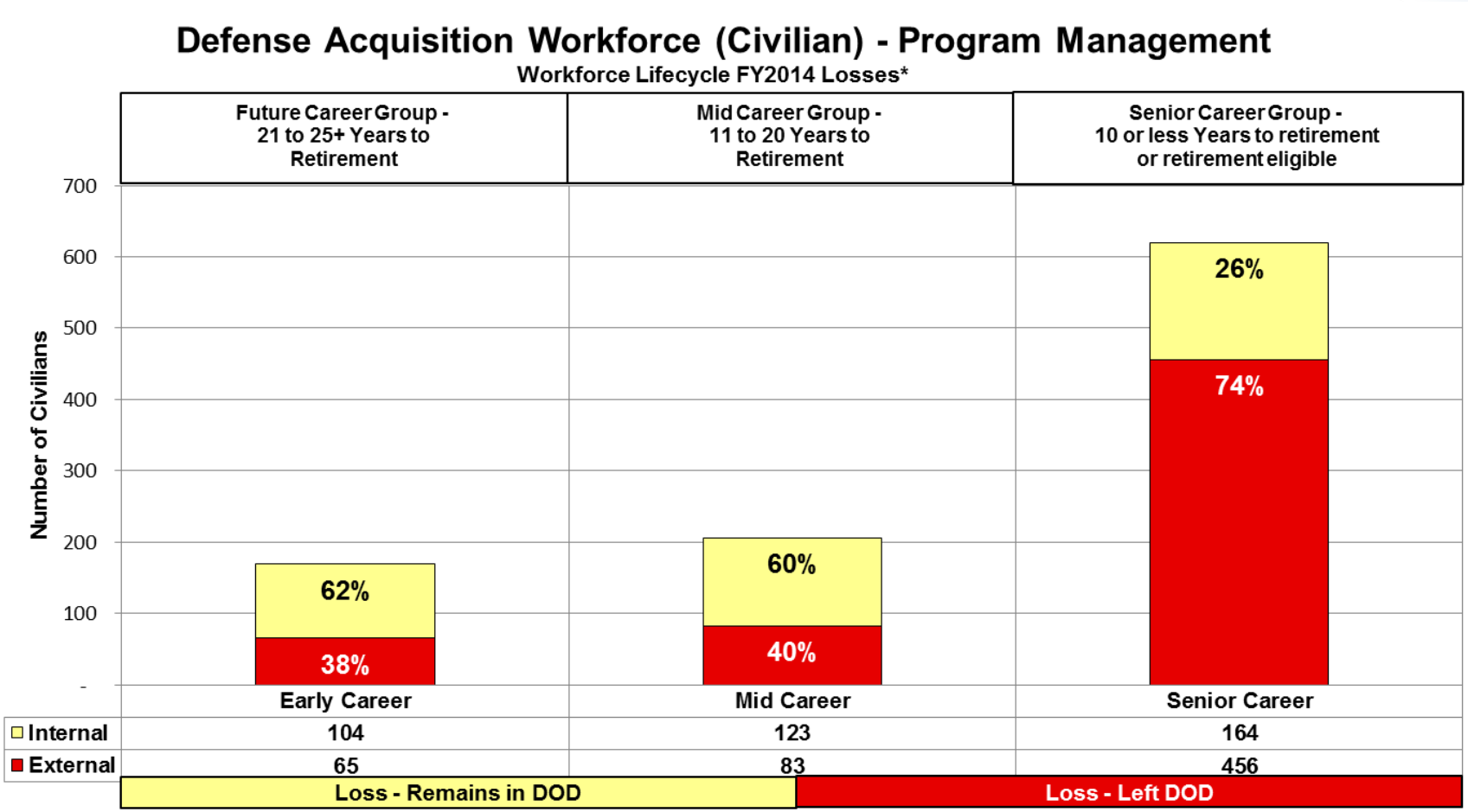
Program Management Internal/External Gains % by Career Group



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)
*Does not include administrative gains

As of the end of FY14 (30 September 2014)

Program Management Internal/External Loss % by Career Group

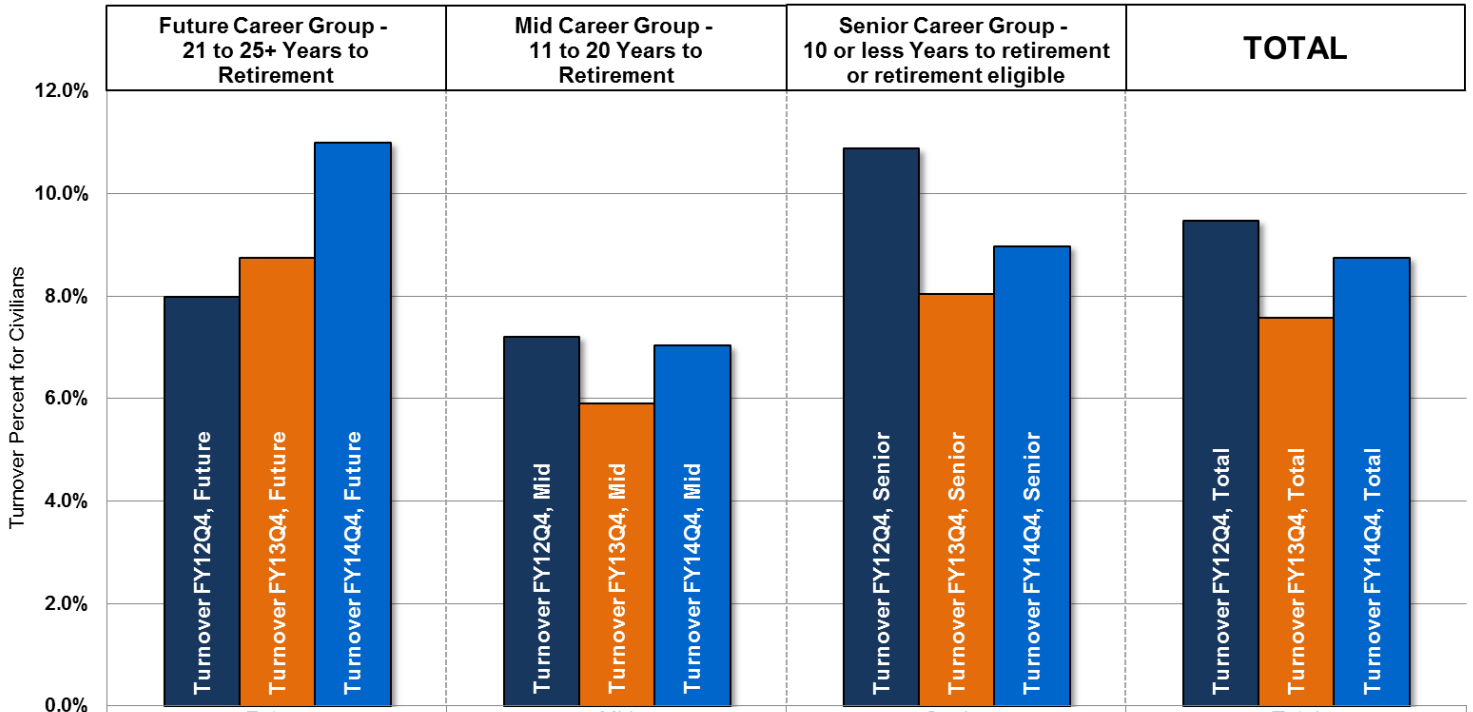


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)
*Does not include administrative losses

As of the end of FY14 (30 September 2014)

Program Management Turnover Rates by Career Group

Defense Acquisition Workforce Turnover - PM (Civilian) (FY12Q4, FY13Q4, FY14Q4)(by Career Lifecycle Group)

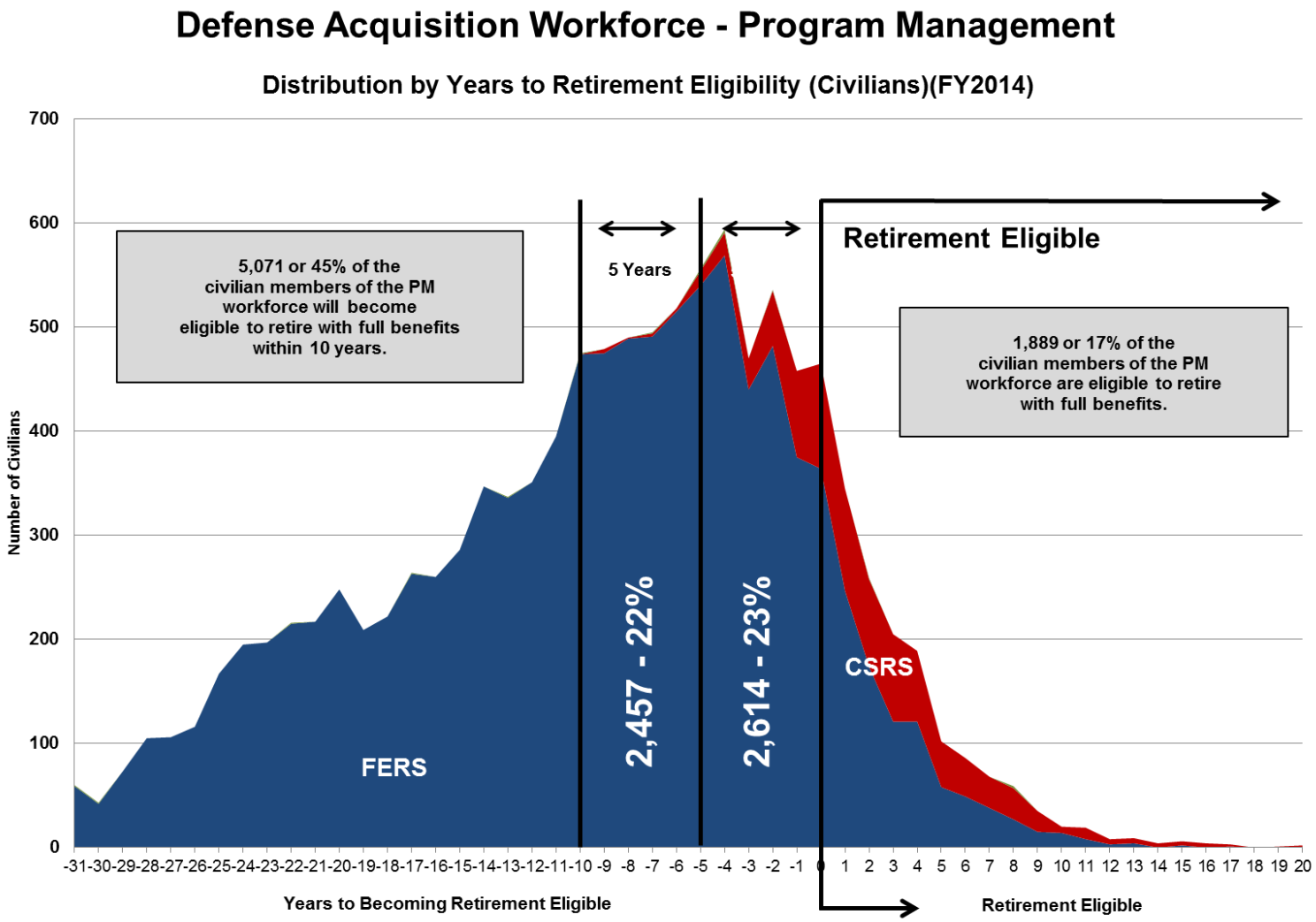


	Future	Mid	Senior	Total
Turnover FY12Q4	8.0%	7.2%	10.9%	9.5%
Turnover FY13Q4	8.7%	5.9%	8.0%	7.6%
Turnover FY14Q4	11.0%	7.0%	9.0%	8.7%

Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

Program Management Civilian Distribution by Years to Retirement Eligibility



As of the end of FY14 (30 September 2014)

END